

# First Line Supervision

## Meeting the Leadership Challenges of Law Enforcement

### Instructor:

**Ray Farris** retired as Assistant Director at the Tennessee Law Enforcement Training Academy with assignments overseeing basic cadet training, the Peace Officers Standards and Training Commission (POST) and specialized training. He has over 30 years of total service for the state of Tennessee serving in a variety of positions. Ray has also served as Vice President of Bethel University and Vice President for Savant Learning Systems a private higher educational and training company. He is also currently an Adjunct Faculty member in the Criminal Justice Program at Bethel University.

Ray received his Bachelors of Science from Tennessee Technological University and Doctorate of Jurisprudence from the Nashville School of Law and is a graduate of the FBI National Academy (Session 265) and Police Staff and Command School at Northwestern University. He is certified as an ***IADLEST Nationally Certified Instructor***. Training certifications include: Criminal and Constitutional Law, First Line Supervision, Courtroom Security, Leadership, Internal Affairs, Firearms and Emergency Vehicle Operations and many others.

Ray is a board member of the Tennessee POST Commission, IADLEST Partner Advisory Committee, Virtual Academy Training Solutions Advisory Board and a life member of the TN Law Enforcement Training Officers Association.

Ray teaches and trains around the nation and has lectured and taught at numerous national and state conferences including the International Association of Directors of Law Enforcement Standards and Training Conference, the National Association of Field Training Officers Conference, the North American Association of Wardens and Superintendents, the Oregon Sheriff's Jail Command Council, the Kentucky and Alabama Department of Corrections, the Tennessee Law Enforcement Training Officers Association, the Georgia and Tennessee Sheriff's Associations and the Tennessee Chief's Association to name a few.

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**May 11, 12 & 13, 2021 • Columbus, Ohio**



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Columbus, Ohio



James R. Alsup, *Director*

Training Seminar

# First Line Supervision

## Meeting the Leadership Challenges of Law Enforcement

### Instructor:

**Ray Farris, (Retired)**

**May 11, 12 & 13, 2021**

Columbus, Ohio

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# First Line Supervision

## Meeting the Leadership Challenges of Law Enforcement

Leadership is not an easy task in the best of times, but in challenging times we are facing currently in law enforcement the best in leadership skills are needed. We will look at key principles all leaders should strive for as they prepare to make a difference in their law enforcement organization, especially under the current public scrutiny. This presentation will focus on individuals who are students of leadership and want to grow as individual leaders addressing their motivation for achieving and maintaining a high level of professionalism and leadership skills utilizing ethical decision-making.

- Course Objectives:**
- Leadership a Primer** – By examining in detail the definition of leadership and focusing in on the characteristics of great leaders and the levels of leadership the student will be able to identify those characteristics they need to develop and those that suits them best.

Questions covered in this block will include:  
Born Leaders v. Learned Leaders?  
Learning from you Mistakes, “The Eraser Principle”  
What every Leader should stop doing!

- Leadership Case Study** – To develop the officers toward leading ethically, a case study of several leadership styles are critiqued to help officers identity themselves the characteristics of success and the pitfalls of certain traits. Students will determine their Desires v. Abilities, Strengths v. Weaknesses and the differences and what will make the most impact!

- Characteristics of Great Leaders** – Law enforcement leaders will gain valuable understanding of leadership by examining their leadership style and looking at leadership characteristics in detail to implement in their daily lives.

Topics covered will include: goals, responsibility, work ethic, principle, self-discipline, cooperation, improvement, sacrifice, listening skills, competition, honesty, excellence, attitude, morale and legacy.

- Winning Leadership** – Everyone wants to be a winner, but winning takes practice, practice, practice. This block of instruction will give the daily workout plan to be a winning leader.

This block will cover the “How To” concept:  
How to be a great boss!  
How to win with your subordinates immediately!  
How to “kill” your best employees!  
How to create loyal employees!  
How to delegate and not irritate!  
How to prioritize effectively and successfully!  
How to be a Courageous Leader!

# Seminar Agenda

# First Line Supervision

## Meeting the Leadership Challenges of Law Enforcement

### May 11, 12 & 13, 2021 • Columbus, Ohio

Tuesday, May 11, 2021

8:00 a.m. – 8:30 a.m.	<b>Registration</b>
8:30 a.m. – 10:30 a.m.	<b>Leadership Primer Questions:</b> Born Leaders v. Learned Leaders? Learning from you Mistakes, “The Eraser Principle” What every Leader should stop doing!
10:30 a.m. – 11:30 a.m.	<b>Genuine Leadership</b> – Real selfless leadership and the returns it brings!
11:30 a.m. – 12:30 a.m.	<b>Lunch (On Your Own)</b>
12:30 p.m. – 5:00 p.m.	<b>Winning Leadership - This block will cover the “How To” concept:</b> How to be a great boss! How to win with your subordinates immediately! How to “kill” your best employees! How to create loyal employees! How to delegate and not irritate! How to prioritize effectively and successfully! How to be a Courageous Leader!

Wednesday, May 12, 2021

8:00 a.m. – 10:00 a.m.	<b>Overview of LE Management v. Leadership</b>
10:00 a.m. – 11:30 a.m.	<b>Successful Leadership</b> – Study on motivations, expectations and achievement skills for the successful leader.
11:30 a.m. – 12:30 p.m.	<b>Lunch (On Your Own)</b>
12:30 p.m. – 2:30 p.m.	<b>Analyzing and Implementing Characteristics of Great Leaders</b> – Goals, Responsibility, Work Ethic, Principled Leadership, Self-Discipline, Cooperation, Self-Improvement, Listening Skills
2:30 p.m. – 5:00 p.m.	<b>Analyzing and Implementing Characteristics of Great Leaders</b> – Accepting Competition, Honesty, Excellence, ATTITUDE, Morale and Legacy

Thursday, May 13, 2021

8:00 a.m. – 10:00 a.m.	<b>Case Study</b> – The Good the Bad and the Ridiculous of 4 Leaders!
10:00 a.m. – 11:30 a.m.	<b>Self-Assessment</b> – Based on the case study students will perform a self-analysis with a detailed look at their own personal leadership style.
11:30 a.m. – 12:00 p.m.	<b>Review/Certificate Presentation</b>

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Ways to Register

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2. Fax Form: 317-386-8228

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Checks, Claim Forms, Purchase Orders should be made payable to: LLRMI

Seminar Title:

Instructor:

Seminar Location:

When:

Registration Time:

Hotel Reservations:

Registration Fee:

First Line Supervision Meeting the Leadership Challenges of Law Enforcement

Ray Farris

Columbus Police Training Academy  
1000 North Hague Avenue  
Columbus, Ohio 43204

May 11, 12 & 13, 2021

8:00 a.m. (May 11, 2021)

Drury Inn & Suites/Columbus Convention Center  
88 East Nationwide Blvd  
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1-800-325-0720  
\$89.00 Single or Double (plus tax)

\$295.00 Includes First Line Supervision: Meeting the Leadership Challenges of Law Enforcement, Printed Training Manual and Certificate of Completion.

Seminar ID #15424

Note:  
To receive special room rates, please identify yourself with LLRMI/ Group Code #2429658

Names of Attendees 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

Agency \_\_\_\_\_

Invoice To Attn: \_\_\_\_\_

(Must Be Completed)

Address \_\_\_\_\_

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